

# Bryant BUSINESS

A RESOURCE FOR THE BRYANT COLLEGE COMMUNITY

SPRING 1999



STRATEGIES FOR  
**SUCCESS**



STRATEGIES FOR BUSINESS SUCCESS

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**On the cover:**

Chess, like business, is a quintessential test of strategic skill that requires a powerful combination of intellect and courage. In this issue, *Bryant Business* studies the game plans of the masters.

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## PRESIDENT'S MESSAGE

"Our mission statement acknowledges the broad nature of true success."

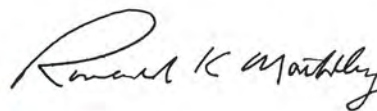
**A**s a business school, Bryant is dedicated to preparing students for professional success. That's no small feat: We are acutely aware that throughout the course of their professional lives, our graduates will need to draw on a tremendous array of abilities (see this issue's lead article for corporate leaders' perspectives on business success).

At the same time, however, we recognize that leading a full life requires far more than academic aptitude and career advancement. That's why our mission statement acknowledges the broad nature of true success: "Bryant College is a student-centered College focused on excellence that prepares its students to achieve their personal best in life and business."

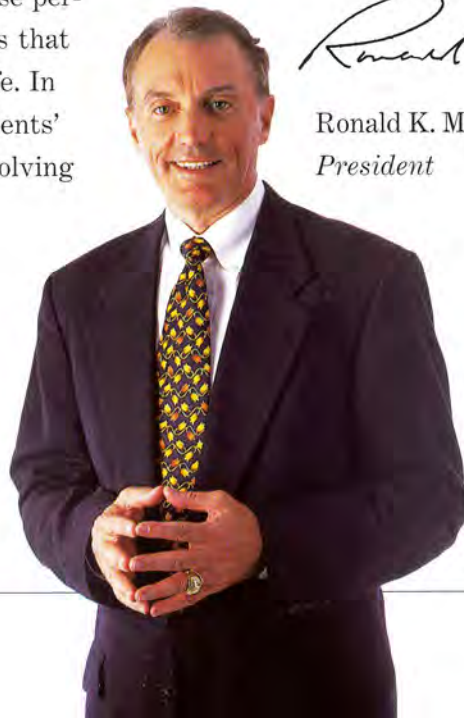
In keeping with this mission, our strategic plan calls for us to cultivate in students those personal effectiveness skills and qualities that will serve them well in all aspects of life. In the classroom, professors foster students' entrepreneurial drive and problem-solving

abilities by sharing both theoretical and practical knowledge and by pioneering innovative teaching methods that introduce students to the realities of the business world long before they graduate (see "Success: Learning to Wield the Tools of the Trade," page 9). Outside the classroom, our residential living and learning environment enables students to develop leadership skills and forge lifelong friendships in clubs, sports, and student government.

All signs indicate that our approach is a success: Our alumni continue to lead by example, consistently demonstrating the importance of pairing intellectual acuity with integrity, professional ambition with civic responsibility. Thanks to their unflagging support, and that of the rest of the College community, every Bryant student can contend for the title "most likely to succeed."



Ronald K. Machtley  
*President*



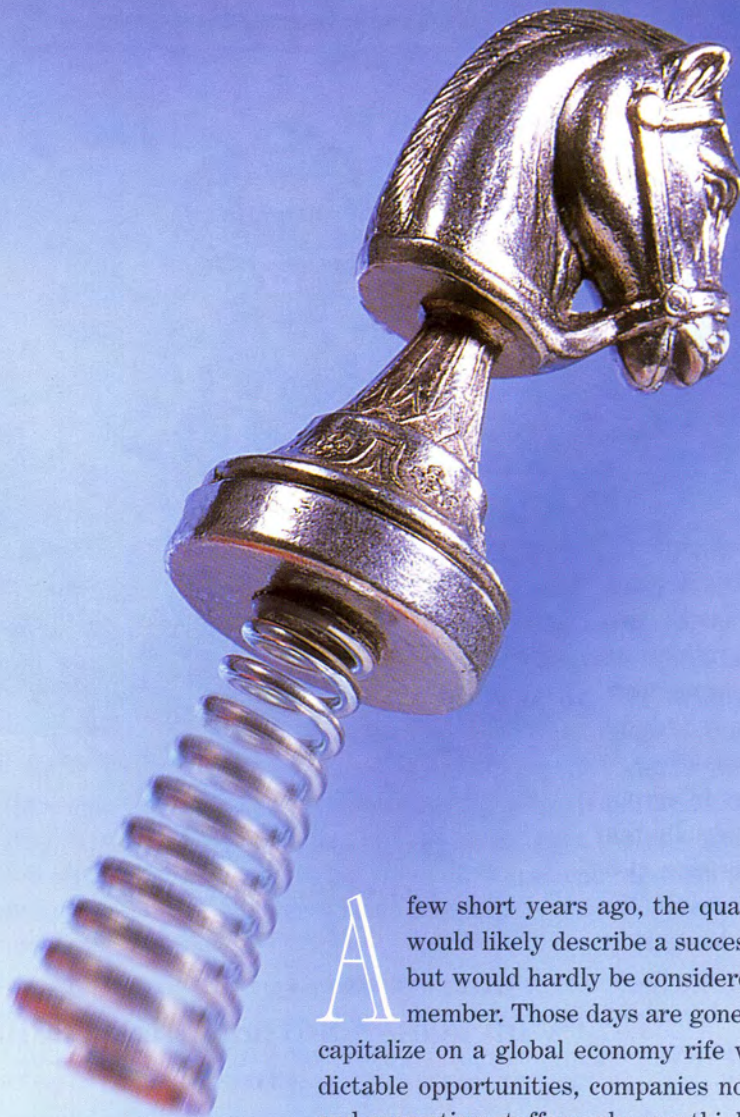


# STRATEGIES FOR BUSINESS SUCCESS

MAKING THE RIGHT MOVES, FROM GAMBIT TO END GAME

**WANTED:** SELF-STARTER WITH ENDLESS ENERGY, TECHNOLOGICAL ACUITY, AND OPENNESS TO CHANGE. MUST ALSO BE A CREATIVE PROBLEM SOLVER AND RISK TAKER. THOSE WHO CAN'T THINK OUTSIDE THE BOX OR REACH BEYOND DEPARTMENTAL DIVISIONS AND INTERNATIONAL BORDERS NEED NOT APPLY.





A few short years ago, the qualities in this want ad would likely describe a successful entrepreneur — but would hardly be considered suitable for a staff member. Those days are gone for good. Anxious to capitalize on a global economy rife with new and unpredictable opportunities, companies now are searching out and promoting staffers who can think on their feet, adapt to change as quickly as it comes, and persuade others to follow their lead. “There was a time not too long ago when employers looked for workers who took direction well and demonstrated a very specific skill set, like fluency in a particular computer language,” says Patricia Sawyer, a partner at Smith and Sawyer, an executive search firm that places CIOs and computer specialists. “Now, it’s a much different story. Companies want folks who are comfortable in the presence of staggering change, people who are proactive and can manage themselves while keeping pace with industry shifts.”

Around the country, corporate leaders like Tony Maraia '58 are demanding that employees exhibit the leadership and problem-solving abilities once expected only of top executives. “In addition to the skills they need to get the job done,” says the chief executive officer of National Gypsum, “our associates must be flexible, creative, and self-motivated.” One reason: During this time of rapid technological and economic change, companies are well aware that the optimal fuel for future growth is brainpower. “We’re a global information company operating in a





demanding business environment," explains Gary Hopkins '72, McGraw Hill's senior vice president for operations at *BusinessWeek* magazine. "Our success is directly related to the quality of our employees."

Recent changes in corporate structure, especially the trend toward downsizing, also have spurred the search for staffers with leadership potential. Leaner organizations with fewer layers of management breed corporate chiefs who must rely on bench talent to make tough decisions and get results.

A case in point: General Electric, the Connecticut-based conglomerate that operates 10 key businesses ranging from plastics to network television. Over the past 15 years, CEO Jack Welch has cut the organization's number of management layers in half, to five. Consequently, the company has worked hard to hone the skills of its most promising staffers (see "People Power," page 7). During one of his famed in-house management development courses, Welch admonished an employee to solve a problem himself: "If it bothers you, yell at it. Kick it. Scream at it. Break it!"

"It's the people that make this big elephant work," explains William Conaty '67, GE's senior vice president for human resources. "If we don't have the right people in place, our ability to follow through on our strategic plans is highly suspect."

### THE TOOLS OF SUCCESS

Of course, critical competencies in areas like finance,

engineering, management, and economics are still essential to professional success. But business leaders report that other, more fundamental skills — like leading groups, thinking globally, and acting with integrity and a sense of personal responsibility — are also crucial, which is just one reason why the development of so many of these skills is integral to Bryant's strategic plan.

### Finding answers.


In today's workplace, cross-functional and multinational teams abound, and they are challenging traditional problem-solving models.

"Collaboration and consensus have never been more important in business than they are now," says David Trenteseaux '79, Hasbro's senior vice president of global materials management. Adding that the first step toward achieving consensus is articulating a vision, he attributes his own ability to express himself clearly largely to Bryant's accounting program, which heavily emphasizes logic. "Collaboration is a skill that takes time to develop," he says. "You don't usually see it in people until they've been out of school for seven or ten years." He encourages young professionals to hone their skills by serving on local school boards or with other community groups where they can work with a variety of people from different backgrounds.


Of course, not all solutions are the result of group efforts; often, individuals find answers independently before proposing new ways of doing things. When promising managers put forward bold suggestions for solving tough problems during GE's management training sessions, Conaty



says, they may win an on-the-spot promotion. "Since we often have a position that we need to fill, we're always assessing talent," he explains.


 **Cultivating a way with words.** Knowing how to write well and speak effectively top the list of must-haves in virtually every professional field. "Written communication skills are valued more than people realize," notes Judith Clare, Bryant's director of career services. That's one reason why management professor Lori Coakley cautions her students that tools like spell checkers don't let them off the hook when it comes to mastering the rules of the English language. "If you don't take the time to proof-read your e-mail messages," she reminds her class, "customers may wonder why they should take the time to buy from you."

But communication often involves more than simply conveying a message; powers of persuasion are becoming particularly important as corporations seek to mobilize diverse employees around a common mission. A solid understanding of corporate culture is essential to this, according to Trenteseaux. "It's vital to know the data, the culture, and the biases of your audience," he notes, especially when working with international teams.


 **Fostering flexibility.** The ability to cope with change is another key to success. While this quality can be developed in college and professional settings, its seeds often are planted much earlier in life. "As a child, I quickly learned what it took to adapt to different people and surroundings," says Agnes Bundy Scanlan, managing director of corporate community development for Fleet Financial Group. "We lived abroad for a couple of years when I was much younger, and I was the only American, and the only Quaker, attending a Catholic girls' school in Ethiopia." Years later, Bundy Scanlan went on to serve on House appropriations defense and foreign operations sub-committees before entering the financial industry. "My childhood

experience helped prepare me for my work later in life, since I've spent most of my career as one of the few women in whatever industry I have entered."

Today's executives must also be prepared to handle large-scale organizational change, as Tony Maraia knows all too well. Under his leadership, National Gypsum has emerged from bankruptcy and been transformed from a public company into a private firm. "My associates have demonstrated an amazing capacity for change," he says, "and as a result the company and all the people in it have grown and prospered."

 **Keeping up with technology.** Nowhere is change occurring more rapidly than in the field of technology; rare is the position in which staffers escape the demands of mastering new equipment, programs, and operating systems. The bigger challenge, though, is to turn all that change to an employer's advantage. "We look for employees who can do more than simply demonstrate proficiency in a computer language," says Conaty. "We need people who can integrate systems as information technology and the Internet continue to drive and change the way we work."

For his part, Gary Hopkins of McGraw-Hill has known workers to resist new technology because they fear that it will threaten their jobs. "But if you can make technology work for you, you can perform more effectively and with less stress," he observes. Consider the case of Hasbro: Five years ago, the company invested in personal computers for much of its staff even though, "at the time, no one knew Excel or Word or any other programs," says Trenteseaux. "But they learned. And when they did, they found that the programs saved incredible amounts of time."

 **Learning for life.** Technology isn't the only subject that demands constant study. Success in the business world depends on seizing every educational opportunity that presents itself. Sometimes that means earning a





**Fluency in a foreign language is invaluable, but the willingness to think globally and act locally while conducting business in other countries is even more important.**

graduate degree; other times it calls for a less traditional approach. Fleet's Agnes Bundy Scanlan hopes to complement her law degree with a master's in international law one day, but in the meantime she's beefing up on her credit skills during one-on-one tutorials every Sunday. "It doesn't matter where you are on the corporate ladder," she says. "You always need to enhance your skills."

Mary Dupont-Decelles '68 couldn't agree more. "When you stop learning, you stagnate. Your job becomes boring and your value to the company begins to deteriorate," says the international tax partner at KPMG Peat Marwick. "KPMG has several training and leadership programs, and I've always been eager to take them. But I also take advantage of outside opportunities, like serving as the chair of the board for United Way of Westchester and Putnam. In that position, I brought together 45 community people and business professionals and in the process learned a lot about leadership."

Fortunately, most employers recognize the value of hitting the books, and many are willing to put their money where their mouths are. At McGraw-Hill, employees work with their supervisors to develop career strategies that include educational components as part of their performance review. The publishing company offers tuition reimbursement for courses outside the company, and many departments belong to industry associations that sponsor seminars

and training programs. "We try to promote from within," Gary Hopkins says, "so offering courses strengthens the company as well as the employees themselves."

**Encouraging ethics.** As companies expand their operations around the globe and employ an increasingly heterogeneous workforce, many are finding it increasingly important to affirm their core identity. "Our motto is diverse customers, diverse needs, diverse solutions," says Hopkins. "But we all need to share the same values, which means revering and protecting the company's integrity."

Toward that end, Tony Maraia developed a set of core values, copies of which are signed by every National Gypsum employee. The list is stamped on everything from corporate napkins to paper cups. One core value: Deal with everyone with honesty, integrity, fairness, and respect. "You must have managers who can get results in the right way," insists Maraia.

Maintaining ethical standards can also carry economic ramifications. "Customers and employees carefully watch what the company does," observes Joanna Lau, president and chair of Lau Technologies, based in Littleton, Mass. She notes that when it comes to questions of ethics, lip service is worse than no service at all. "It's not enough simply to say something. No one will believe a word you say if you don't back up those words with actions."

*Continued on page 8*



**BILL CONATY '67**, General Electric's senior vice president for human resources, is an expert on what it takes to succeed in today's business world. Hailed by *Fortune* magazine as "America's Most Admired Company" for the second year in a row, the Fairfield, Connecticut-based conglomerate operates 10 key businesses and employs a staff of 295,000. A large part of the company's success is due to its commitment to recruiting the best and brightest people and then nurturing their talents, Conaty contends. "Leadership development is just as important as strategic planning," he says. "We spend every bit as much time developing people as businesses."

Conaty, who reports directly to CEO Jack Welch, oversees the recruiting efforts for approximately 2,000 new employees every year. The majority of new hires are just out of college or graduate school. In addition to achieving an average GPA of 3.5, most of these recruits have demonstrated leadership ability while in school by participating in student government or other organizations. Conaty is particularly impressed by Generation X-ers who have diverse interests and "are ready to jump in and want to be challenged."

GE is a popular employer largely because of its extensive training programs, which are geared for everyone from entry-level employees to senior management, Conaty notes. The entry-level programs accelerate the development of critical leadership skills in an intensive two-year curriculum. The program features full-time rotational work assignments within GE's businesses, paired with functional and leadership training in one of four specialties: financial management, information management, technical leadership, and human resources. As a result, Conaty says, "we get high-caliber people who are interested in exposure to multiple assignments."

Executive talent is further honed at "Crotonville," the company's educational outpost in Croton-on-Hudson, where courses are taught by professors from leading business schools and by the company's top managers, including Conaty and Welch. During Crotonville sessions, most of which take the form of lively discussions, top executives are often on the lookout for promising participants — sometimes they even single out an employee for a rapid promotion. "We're looking for people

who carry themselves with self-confidence, exhibit boundary-less behavior, ask great questions, or offer promising suggestions," Conaty says. The result of the company's efforts? GE is widely considered to have one of the most talent-rich management benches in the country.

Conaty has held numerous positions and moved nine times during his 32 years at GE. He reports that the business education he received at Bryant, rich in the fundamentals, got him off on the right foot. "It provided me with the threshold educational requirements to get in the game," he says.



*Bill Conaty '67: Once captain of Bryant's baseball team (kneeling, at left), today he's a captain of industry.*






### Taking a global outlook.

Fluency in a foreign language and experience living abroad are invaluable, certainly, but the willingness to think globally and act locally while conducting business in other countries is even more important. "Americans are notoriously aggressive," notes Dupont-Decelles. "When you're leading a team of multinational people, being pushy doesn't generally work very well. You need to let the team establish its own protocol rather than tell everyone what to do."

Professor Coakley tries to make that clear to her students. "You can't assume that our methods of business apply in other countries," she warns her classes. "If you do that, you can appear ethnocentric and abrasive. You need to be ready to learn about other cultures, about things like how they run a meeting and analyze a problem."


 **Appreciating the lighter side.** Anyone who knows how to kick back and enjoy a belly laugh or share a clever pun has a leg up on the competition. After all, the business world is as fast paced as ever, and the stakes are high, so those without a way to relieve stress may not last long. "We take our work very seriously, but we try not to take ourselves seriously. It would be a long day and a tough career if we couldn't laugh at ourselves and with others," says GE's Conaty. He notes that Welch's quarterly meetings with his top 500 managers are sometimes compared to food fights. "There is high tension and hilarious humor," he says. Maraia agrees. His company's fifth core value: "Work hard and have fun."



During this time of rapid technological and economic change, companies are well aware that the optimal fuel for future growth is brainpower.

### TALENT SEARCH

The good news is that those who wield the tools of success effectively are being actively encouraged to stay with their employers. Why? Because, as Conaty puts it, "We die every time we lose someone we don't want to lose." Of course, with an annual turnover rate of eight percent, that's not a big problem at GE, but he's quick to note that a sense of personal mission is as important as ever. "Don't chase the dollars, chase the career," he advises. "I've seen too many people seduced by impressive up-front salary offers that later carry very small incremental increases."

The pace of change also bodes well, especially for graduates now joining the workforce. Once, only a few entry-level slots were open for any given position, and only a few tracks led up the corporate ladder. "Now the hierarchy is much flatter," notes Patricia Sawyer. "You can take on as much responsibility as you can stand. There's a sense in the business world that there are no limits." 

### About the author

Leslie Whitaker is the co-author of two books, *The Beardstown Ladies' Common Sense Investment Guide* (Hyperion 1994) and *Maye and Faye's Building & Loan* (HarperCollins 1997). She was a writer for *Time*, where she specialized in reporting on business, and has contributed to numerous additional national magazines.



## SUCCESS: LEARNING TO WIELD THE TOOLS OF THE TRADE

**T**oday's businesses demand employees with practical experience, creative thinkers who understand the interconnections among various fields. The question is, how can colleges prepare students to meet such complex needs? The answer lies with teachers who can pioneer new instructional methods. As the examples below illustrate, Bryant professors have wholeheartedly embraced that challenge.

### A CLASS WITH NO ANSWERS

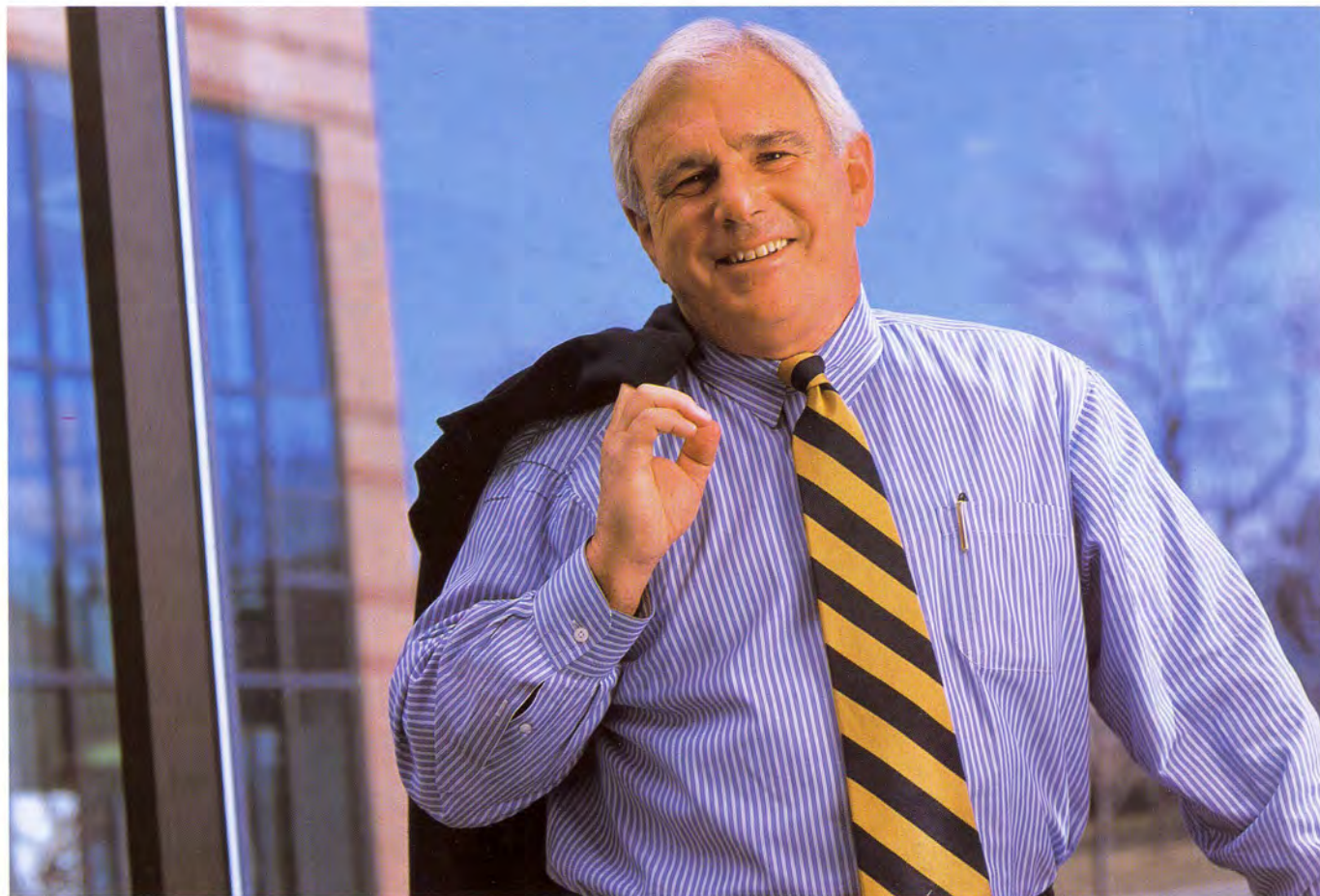
"Lots of people say that they didn't feel prepared for the business world when they graduated from college," says executive-in-residence Jack Keigwin, "because they didn't know how to find practical solutions to real problems. That's the most important skill I can teach my students."

Toward that end, Keigwin's upper-level classes in leadership and entrepreneurship focus not on finding the "right" answers

or on memorizing facts, but on encouraging students to take intellectual risks and open themselves to new experiences. "In core courses, students acquire fundamental information," he explains. "But in my class, I don't provide any answers. If two students give me diametrically opposed solutions to a problem, but convince me that their answers are right given their convictions and experience, they can both get A's. That's how I teach creative thinking and effective problem solving."

Keigwin insists that students utilize a broad knowledge base and develop their ability to integrate disparate disciplines. In his entrepreneurship class, for example, students create a fictional company from scratch. They calculate financial projections, research the cost of rent and insurance, and obtain permits — in other words, they use much of the information and skills they have acquired over the past three years. "Even if you major in accounting, you can't sit in a corner wearing green eyeshades," Keigwin explains. "You still need to understand

**JACK KEIGWIN,** *Executive-in-Residence*





other disciplines and know how they affect what you're doing."

Since Keigwin runs his own real estate development and construction business in addition to teaching at Bryant, he brings an important perspective to his classes. "As a business person, I've suffered sleepless nights. I've had my head handed to me on a platter," he says. "And I share those experiences with students. That real-life understanding serves them well."

### **A GROUP OF 20-SOMETHING VPs**

Professor Betty Yobaccio also stresses the practical side of business. In fact, that's what her multinational business simulation class is all about: learning to run a business by doing just that. Students form senior management teams of hypothetical multinational companies, then select a product to "manufacture," chart a strategic plan, and run the company for five years (compressed into one semester). Student teams compete against each other in a computer-simulated industry world, making marketing, production, and financing decisions.

Near the end of the course, each team writes a stockholders report and makes a presentation to a mock board of directors. Board members include professionals from the College and community-at-large, many of whom the students have never met before. "Most students find the presentation intimidating,"

Yobaccio says, "but once they're doing it, you often see a light bulb go on for them. What we've been saying in class finally makes sense. They utilize their whole 'tool kit,' incorporating economics, statistics, communication, and analysis into the project," she explains. "They learn how one business function affects others, and they see that it's not enough simply to be the most efficient producer or to have the highest market share."

"I don't teach theory in this class," Yobaccio continues. "These students come in with the tools they need; I help them learn to use them. I really advise more than teach."

This high-level experience pays off in the job market. "When a student mentions this course on a resume, the whole job interview often focuses on it," she says. "Their work demonstrates a remarkable degree of maturity, responsibility, and professionalism."

### **GLOBE-TROTTING SCHOLARS**

Professor Hong Yang's new course, Environmental Study in China, takes an entirely different interdisciplinary approach. Combining business with science, Yang addresses the growing importance of a global perspective in a unique study-abroad program. A native of China, he conceived of the class 10 years ago, shortly after he moved to the United States. "Everything

**BETTY YOBACCIO**, *Associate Professor, Finance*







**HONG YANG,** *Assistant Professor, Science and Technology*

here was totally new to me — the language, the culture, the customs,” he says. “I thought, ‘If I had the opportunity to go abroad when I was in college, I wouldn’t be panicking now.’”

Students in Yang’s course explore the impact of China’s rapid economic growth. First they complete one semester at Bryant, studying China’s recent economic development, environment, and society. Then the class spends three weeks abroad, conducting hands-on scientific research and visiting prominent U.S. companies (such as Motorola and Kodak) that are heavily invested in several different areas of China.

During the on-campus component of the course, each student begins an independent research project that he or she will pursue further in China, and guest speakers visit the class to discuss China’s population, geography, language, and natural resources. These experts don’t simply lecture, however; in a twist on popular culture, Yang interviews them à la Larry King. Students then “call in” with questions. “The arrangement is ideal,” says Yang. “I can make sure the speaker covers all the important material and that the students remain engaged.”

After the “show,” Yang serves tea that he has collected during various trips to China. He takes the opportunity to discuss cultural issues, such as table manners, before two students conclude the class by summarizing the week’s news on China.

Once in China, students will combine scientific activities with international business education and cultural experiences. They will attend seminars on China’s financial system and on the nation’s political relationship with the U.S., collect fossils during an archaeological dig, participate in environmental studies at a research center, and study the natural habitats of endangered species. Along the way, they will also visit U.S. companies, see the Great Wall and Tiananmen Square, and attend an opera in Beijing.

“It’s not a new idea for students to travel abroad during college,” Yang acknowledges. “What is new is the way this course brings together science and business, academics and culture. It beautifully reinforces Bryant’s mission to graduate students with a global vision.”

### **THE BIG PICTURE**

In these classes and many others, Bryant faculty don’t just provide students with the tools they need to succeed; they teach them to use those tools, too. Armed with an invaluable combination of hands-on experience, interdisciplinary awareness, and global perspective, Bryant graduates soon understand the value of what they’ve learned. To paraphrase a popular saying, professors don’t just hand the students fish; they teach them how to fish. 🐟



## WHY BRYANT?

FAMILIES DISCUSS THE COLLEGE'S TRANSFORMATIVE IMPACT

When a young man leaves home, he's convinced that his parents know less than he. When he returns two years later, he's amazed by how much they've learned.

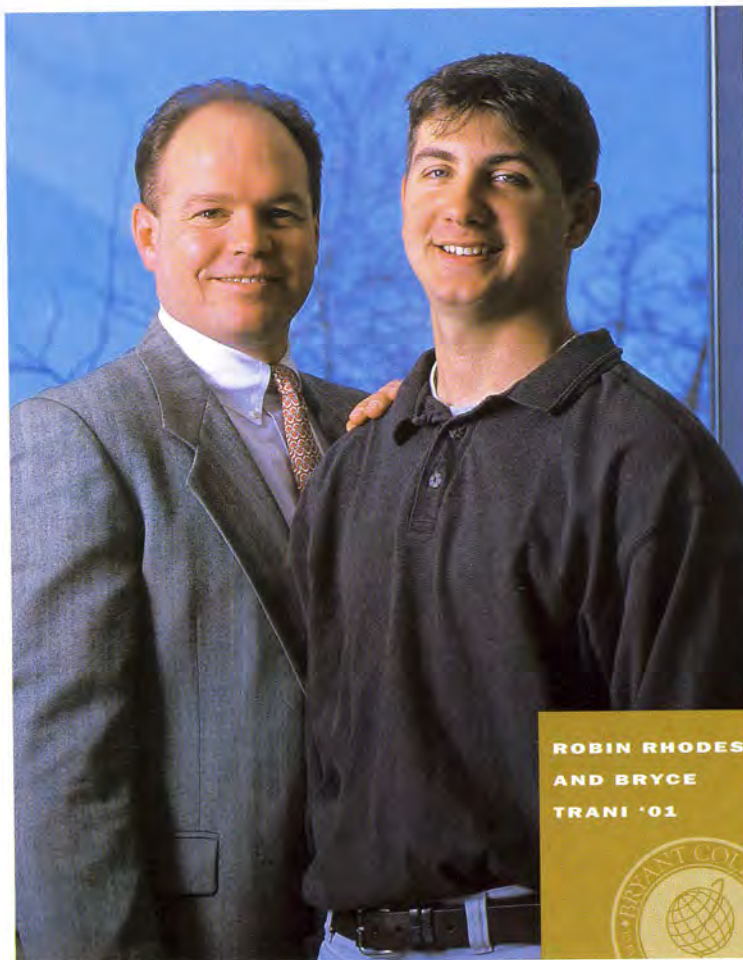
To Robin Rhodes, father of Bryant sophomore Bryce Trani, this adage rings true. "Bryce has learned a great deal at Bryant," he says. "He left for school a promising young man; after just one year, he returned a mature young man."

Bryant College often effects dramatic changes in students as they gain the skills, experience, and confidence they need to succeed in their personal and professional lives. Below, several students and their parents explain why they chose Bryant and how they expect the College to help them reach their goals.

### REPUTATION'S ROLE

Bryant's national renown as a strong business school figures prominently in many families' decisions. As freshman Billy Benell explains, "I knew how much Bryant was respected in the business world, so here I am!"

But college reputations tell only part of the story. For a more complete picture many turn to graduates, who are the most powerful testaments to the quality of a Bryant education. Rhodes, for instance, first learned about Bryant through his company's former group chief executive, Richard Oster,



who sits on the College's Board of Trustees. Soon after talking to Oster about the College, Rhodes noticed that many of his other business associates were Bryant alumni. "The caliber of those men and women was most impressive," he says. "Their work ethic, their grasp of fundamental analytical skills, and their ability to cut to the core of critical issues were extraordinary."

On a more personal level, senior Juan Zuniga had heard good things about the College from his father, Carlos Zuniga '62. He was so impressed that he left his family in Costa Rica to attend Bryant. "I was a little scared about living so far away from home," he

admits, "but I thought the education and experience would be worth it. And they have been. Absolutely."

### THE PERSONAL TOUCH

Bryant's inviting environment tips the balance for many families. "I knew as soon as I set foot on campus that this was the college for me," recalls Trani. "Everyone was so friendly that I realized right away I wouldn't be just a number here."



Billy Benell's mother, Donna, notes that this "comfort quotient" not only builds a sense of community among students, but helps guarantee they don't slip through the cracks in the classroom. She knows, because she earned her accounting degree from Bryant in 1990. "You always get the help you need here," she says. "The professors are great scholars, but they're not seen as sitting on a pedestal. They're very accessible and give you all the one-on-one help you need."

This personal attention extends far beyond the classroom. In everything from student activities clubs to team sports, Bryant faculty and staff foster young people's talents and challenge them to reach beyond their expectations. Rhodes was particularly impressed with his son's experience last year on Bryant's Division II baseball team. "Players ranged from freshmen to seniors," he says, "but there was no 'generation gap.' The upperclassmen seemed to feel a responsibility to bring along the younger players, and the coach cultivated that attitude. So Bryce learned about true teamwork and collaboration, which is what the workplace is all about. You can't win in business, in sports, or in life if you don't make use of the whole team."

### THE RIGHT CHOICE


It's now clear to these students — and to their parents — that the College is bringing out their best and equipping them for the world beyond Bryant's gate. Zuniga notes that

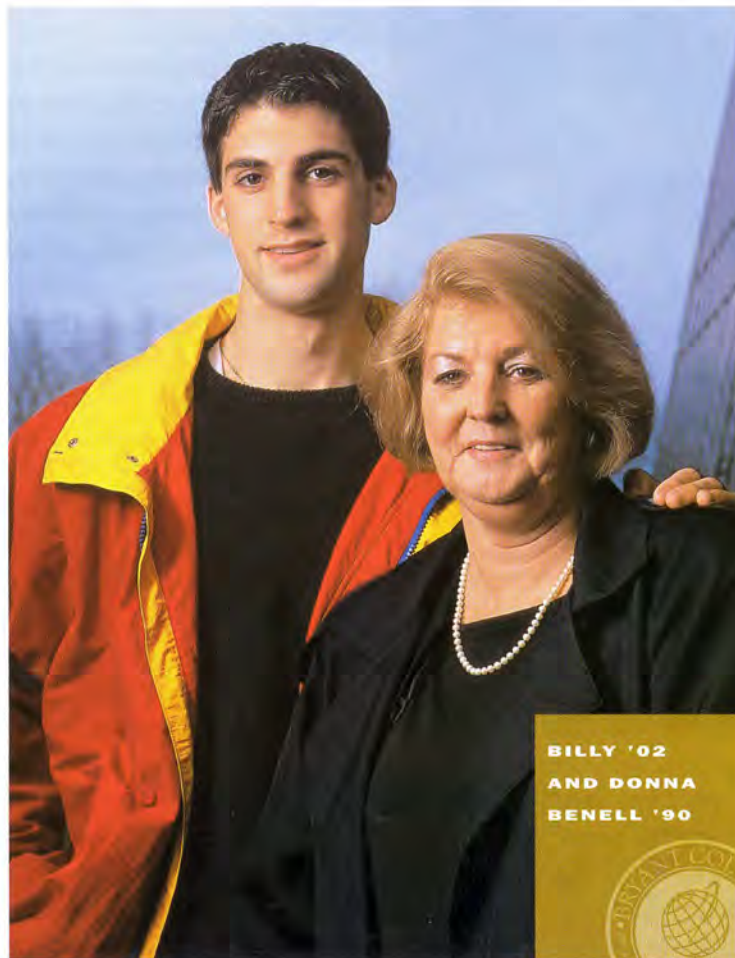
over the past four years he has mastered a tremendous amount of knowledge and, perhaps more importantly, has learned how to use it. "In my entrepreneurship class, we created a hypothetical international music store," he explains. "I applied all sorts of things I've been studying over the past three years, and I learned even more about working cre-

atively, researching, and handling risk. It gave me confidence that I can do this. I can run a company, one day." (For more on Professor Jack Keigwin's teaching methods in this class, see page 9.)

As an adult who reentered the workforce after earning her degree, Donna Benell can testify to the practical value of the Bryant education. "I learned to integrate things like marketing and management into my work in accounting," she says, adding that she expects her son to get as much from his Bryant years as she did from hers. "I finally saw the big picture, and understood the importance of innovation. It changed the way I look at everything."

Robin Rhodes has already seen his son carry

Bryant's lessons into the workplace. Last summer, Bryce served as a cost accountant for a manufacturing firm. "He did very sophisticated work with Excel spreadsheets, determining how various factors figured into cost and price. He brought a very solid skill set to the job. More than that, he was excited about applying the lessons he's learned to a business environment," Rhodes recalls. "We are more pleased than we ever dreamed we could be." 





## WORKING WOMEN

FIVE SHARE THE SECRETS TO THEIR SUCCESSES

**T**he Equal Employment Opportunity Act was less than one year old when Mary Dupont-Decelles '68 started looking for a job. It might as well have not been passed. "One firm actually came right out and said, 'Don't expect to get an offer from us. We're just interviewing you because we have to,'" recalls Dupont-Decelles. "Others were just as clearly going through the motions, even if they didn't say so."



**"I have always asked myself, 'What will make me more marketable in five years?'"**

**Mary Dupont-Decelles '68**

Their loss was KPMG Peat Marwick's gain. Today, 30 years after taking her first job at what was then a Big 8 accounting firm, Dupont-Decelles is an international tax partner in what has become one of the top financial services companies in the world. Drawing less on her considerable technical knowledge than on the process skills she's developed in recent years, she currently delivers worldwide tax strategy and implementation to large multinational corporations.

Dupont-Decelles is just one of the many members of the Bryant community who have established themselves as successful businesswomen — in a variety of realms, in years both recent and not so recent. Some earned their degrees at Bryant; others serve on the College's Board of Trustees. All have useful lessons to share with other women who are building their careers in the ever-expanding world of business.

### IN THE BEGINNING

Entering the business world presents challenges for everyone, and it isn't necessarily any harder for women... at first. "When you're just starting out, you're less likely to be in the minority. You're proving yourself against equally young and inexperienced peers, both male and female," says Patricia Sawyer, a partner in the executive search firm Smith and Sawyer, and an honorary member of Bryant's Board of Trustees. "In some jobs, there's even a bias in favor of women at entry level."

Favorable bias or no, a woman's early career is no time for complacency. A specialist in recruiting chief information officers and computer specialists, Sawyer advises women who are interested in technology and business to start with a company that has a comprehensive training program, if possible. "Build a credential early on by looking for a position where you are likely to be rotated through many departments," she says. "This sort of exposure



is essential to your resume at first. Later, it won't matter so much."

Brenda Wurtz '82 attributes much of her success to being open to new opportunities early on. Now an executive vice president for real estate and store planning for Nine West — an international designer, manufacturer, and marketer of women's footwear and accessories — Wurtz started out in a financial reporting position. In 1990, however, one of the company's principals asked if she would consider joining their retail real estate group. "I had no real estate background, but my financial background provided a new opportunity," she says. "That was the best move I ever made. Nine West was just starting to expand, so I quickly was exposed to markets all over the country," Wurtz says. "I was working harder than I had ever worked before, but I was also enjoying my work more than ever before." Today, she directs all real estate transactions and store-planning functions for the company — reviewing sites, negotiating deals, getting stores up and running, and overseeing construction and maintenance issues. "If you're willing to accept the challenge, it's yours to have," she says. "We have been a very entrepreneurial-spirited company."

While workers themselves are responsible for advancing their careers, it always helps to have mentors, those "people who are in your corner," in the words of Agnes Bundy Scanlan, managing director of corporate community development for Fleet Financial Group and a member of Bryant's Board of Trustees. It's never too early for women to start cultivating mentors, especially as long as men continue to outnumber women in leadership positions. "People help others not just because they expect them to succeed, but because they have a special rapport with them," explains Sawyer. That type of relationship is more common between people of the same gender, she notes, and a man will likely be more comfortable telling another man how to



**"Keep in touch [with your mentors].**

**Tell them what you're doing. If  
you see something that might interest  
them on a personal or professional  
level, send it along."**

**Agnes Bundy Scanlan**

dress for a board meeting or to brush his teeth than he would be telling a woman. "These examples may seem minor, but it's the little things that can set you apart," says Sawyer. "Incremental benefits are important."

It's far from impossible for women to find male mentors, however, as Bundy Scanlan will attest. She counts among her personal "ambassadors" Congressman Charles Wilson, with whom she began working in 1981 on Capitol Hill. For nearly two decades, the Congressman has provided her with career advice and has introduced her to his own professional network. "Recently, he was telling me he was representing the new owners of the Washington Redskins. He asked me if I was interested in meeting so-and-so, who needed financing," Bundy Scanlan says. "Of course I was!" *Continued on page 16*



**"Peers appreciate and respect it if you initiate projects. You always need to work as a team, but don't wait for someone to tell you what to do."**

**Brenda Wurtz '82**



To build a team of supporters, Bundy Scanlan recommends starting with fellow alumnae or sorority members. But finding mentors is only the first step. "You need to keep them looking out for you, and you do that by performing," she says. "Do a good job, whether you're on a volunteer committee or in a summer job. Then, keep in touch. Tell them what you're doing. If you see something that might interest them on a personal or professional level, send it along. E-mail is great for a lot of this."

### **MOVING UP**

After women have been in the business world for several years, their strategies begin to change. Having gained some experience — and some confidence — they often find

that keeping their options open is no longer enough. It's time to start taking some initiative, if they haven't already. "I have always asked myself, 'What will make me more marketable in five years?'" says KPMG's Dupont-Decelles. That line of questioning found her moving from auditing to tax practice to management while earning a law degree on the side. "One day I asked my manager, 'What would it take to become a tax partner?' He said, 'You have the qualifications; what you need is luck. There are several people in line in front of you.' I said, 'What are my other options?' 'Move to an office where there are fewer people waiting to advance.' So I went to the Stanford/White Plains office and became a partner." Dupont-Decelles credits much of her confidence and outspokenness to her years at Bryant. "I used to be very shy and quiet, but the professors created a classroom atmosphere where you were willing to take a risk, to open your mouth and say something," she says. "I haven't shut up since!"

Wurtz seconds Dupont-Decelles' *modus operandi*. "Peers appreciate and respect it if you initiate projects," she says. "You always need to work as a team, but don't wait for someone to tell you what to do."

A few years of work experience under their belts gives women and men alike the opportunity to get a feel for what they like and what they do not. The best way to move up is to choose a career that's enjoyable. After Patricia Sawyer earned a master's degree in electrical engineering she immersed herself in technical work, but found it lonely. "I learned that I need contact with people," says Sawyer, who now makes her living as an executive recruiter. "The next step for me would have been a Ph.D. and then post-graduate work. But instead I changed tracks entirely from technology to business by getting an M.B.A. and moving into business. The reason I've lasted longer in my current career than in my previous positions is that I enjoy my work. I love eye-to-eye contact with clients."



While women may not be in the minority at entry level, their ranks begin to thin as they gain experience. "As you move up, there are fewer women at the top," says Sawyer. "You will be the different one in meetings and presentations." But Bryant women have found that being different doesn't have to mean being discriminated against. "Men are different from each other if they are tall or short, if they wear a dark suit or a light suit. I'm just different in a different way," says Dupont-Decelles. "I've never suffered from being a woman. There were probably attitudes, but I chose not to recognize them," she says. "A lot of my female peers, especially when I was first starting out, saw every missed promotion or small bonus as, 'Would they do that to a man?' They were miserable."

Bryant trustee Joanna Lau agrees. "I don't like to make a big deal out of being a woman. Business is business, and no one gets a free ride," says the president and chair of Lau Technologies, a full-service company offering engineering, manufacturing, software development, and systems integration services to military and commercial customers. Still, she acknowledges that women may face some hurdles that men do not. "In an ideal world, business would be gender free, but it isn't," she says. "Maybe I don't recall any obstacles or stereotypes because I chose not to pay attention to them."

Ignoring stereotypes isn't always an option, but keeping a lid on frustration usually is. "You have to rise above it," says Bundy Scanlan, who has observed a double standard in the way people perceive men and women who are determined and assertive. "There's not a whole lot you can do. Just be fair-minded and hope that the same people who call you names also acknowledge your fairness." Lau agrees. "Once you have proved yourself, others will focus more on your ability than your gender," she adds.



**"In an ideal world, business would be gender free, but it isn't. Maybe I don't recall any obstacles or stereotypes because I chose not to pay attention to them."**

**Joanna Lau '97H**

#### **THE VIEW FROM THE TOP**

Acquiring a broad range of experience, being flexible, finding mentors, taking initiative, pursuing interests, refusing to be set back by sexism — all of these factors have helped Bryant women in their business careers to varying degrees. But ask them for the main reason they've scaled the success ladder, and their answers are fairly uniform. "I know I'm where I am now by virtue of the fact that I continue to grow at every stage of my career," says Dupont-Decelles. Joanna Lau agrees. "The desire to learn more has made a big difference for me. Hard work and commitment are keys as well." In the end, there's no substitute for delivering the goods. As Patricia Sawyer jokes, "Being twice as good as the others always helps!"



## BRYANT COLLEGE THE SPORTING LIFE



**N**o one knows college sports like Dave Gavitt does, and he predicts an exciting future for athletics at Bryant. A past president of the NCAA Foundation and current chairman of the board of trustees for the Basketball Hall of Fame, Gavitt has been consulting with interim athletics director Marc Furtado since last fall on Bryant's biggest athletic expansion in two decades.

Gavitt notes that several key aspects of Bryant's athletics program serve as a solid foundation for growth. "Bryant has an outstanding coaching staff, with talented young people in particular," he says. "You could single out almost any one of them for excellence." Take Theresa Garlacy, for instance. Winner of the Northeast-10 Coach of the Year award in just her second season as Bryant's head volleyball coach, Garlacy brought her team to the NCAA regional tournament two years ago — making hers the only nonscholarship team to compete at that level. Another NE-10 Coach of the Year, men's baseball coach Jon Sjogren, also led his team to the NCAA regional playoffs, where they competed against a better-funded team from University of Massachusetts at Lowell. Coaching only part time, Seamus Purcell is building a promising young men's soccer squad; "We expect huge things from them in the next couple of years," says Furtado. And, of course, football coach Jim Miceli this year exceeded all expectations, even his own, when he led the Bulldogs to two victories in their very first season — and an unusually rigorous season at that, in terms of both number of games and strength of opponents. The list of extraordinary coaches goes on and on.

More good news, says Gavitt, is that Bryant is exactly where it should be competitively — NCAA Division II. "Given the size of the school and the demands of its

academic programs, it wouldn't make sense for Bryant to aspire to be Division I and compete against schools with 40,000 students," he says. Moreover, Bryant is perfectly suited to the Northeast Conference, which includes a number of schools — such as Stonehill and Assumption — with similarly strong academic missions. Only the football team plays in the Eastern conference.

Bryant is building on these strengths by adding five new intercollegiate teams to its current athletic roster, bringing the total to 19. Having completed a promising exhibition season in the fall of 1998, the football team will join the field hockey squad in launching its first full season in the fall of 1999. They will be followed by men's lacrosse (spring 2000), women's golf (fall 2001), and women's lacrosse (spring 2002). Adding the new sports will increase the number of Bryant scholar-athletes by 30 percent, extending the benefits of athletic competition to more members of the College community. Meanwhile, students who prefer the less intense but equally spirited competition of intramural and club sports can continue to enjoy 16 such teams.

### NOT JUST FUN AND GAMES

The athletics program was targeted for expansion by Bryant's strategic planning committee because the group recognized that sports are more than just recreational



activities; they help students develop characteristics they need to succeed in business and in life.

"Athletics teach teamwork and responsibility," says Furtado, who notes that a remarkably high percentage of American CEOs played sports in college. "The stereotype of football players as big dumb jocks could not be more off the mark. You've got ten people out there coordinating their actions, being where they're supposed to be, and counting on others to be where they're supposed to be. When you go out into the business world, you have a team and you need to develop trust. It's very similar to what goes on in sports."

In addition, athletics can have a transforming impact on a college community in more ways than one. "Football, in particular, really energizes campus life," says Gavitt, and anyone who was among the 5,000 revelers at homecoming last fall would no doubt agree. But beyond injecting excitement into weekends, a broader sports program will help build a more diverse student body at Bryant — one that more accurately mirrors the working world students will enter upon graduating. Bryant's new sports teams will attract students who might otherwise choose to go elsewhere. "Bryant will be a better place. I absolutely agree with the College's leadership on this," says Gavitt.

## ROOM FOR IMPROVEMENT

While Gavitt believes Bryant's coaching staff and positioning are in great shape, he has made several recommendations to improve the quality of the athletics program. "To be



*Dave Gavitt (left) and Marc Furtado*

competitive, the College needs to provide financial aid packages for student athletes. They should be based on academic merit, not on athletic ability," he says. Historically, Bryant hasn't provided scholarships for any intercollegiate sport except basketball, placing the College at a competitive disadvantage.

In addition, the College's facilities need to be upgraded. "Bryant's athletic offerings are broad — almost on the Ivy League model — but you need to have better field and gym space," says Gavitt, who labels the current fields "overworked" and the gym "older, but incredibly well maintained." Happily, Bryant's new football stadium has been completed, and the facility will be used for women's soccer and men's and women's intercollegiate lacrosse contests as well.

The final piece of the puzzle is finding a permanent leader for the athletics department. "We're looking for a very specific skill set," says Furtado. First, the right candidate will share the Bryant vision and have the people skills to further that mission both within and outside the Bryant community. Second, the candidate must have the financial expertise to handle the department's budget and fundraising issues. And finally, the candidate must be a good manager. "We have strong coaches. They push. Someone needs to be able to manage them," Furtado says.

When will a new director be in place? No timetable has been set. "We'll wait for the right person," says Furtado. "Bryant demands excellence in academics. We demand excellence in athletics as well." 🏀



# PHILANTHROPY MAKES THE DIFFERENCE

## BRYANT EMPLOYEES PUT THEIR MONEY WHERE THEIR HEARTS ARE

Working in higher education has its benefits. There's the satisfaction of applying one's skills and efforts to the worthy cause of educating our nation's scholars and future leaders. There's also the pride of being associated with a prestigious institution. However, employees of any nonprofit organization usually earn smaller salaries than their private industry counterparts. So why would employees return their hard-earned money to Bryant? "Most of us who work in higher education do so for the love of the kids we work with," says Dennis Seymour, assistant director of admission. He contributes to Bryant "knowing that the College is working hard to gain the necessary funds to accomplish its goals."

During each Annual Fund drive, Bryant employees are organized into teams,

giving rise to friendly competition. A representative from each team is designated as captain to rally his or her teammates to achieve 100 percent participation.

For the third consecutive year, Bob Wilks, database administrator/senior applications developer, volunteered as captain of the Information Technology team to encourage his colleagues to donate to Bryant's Annual Fund. "I give

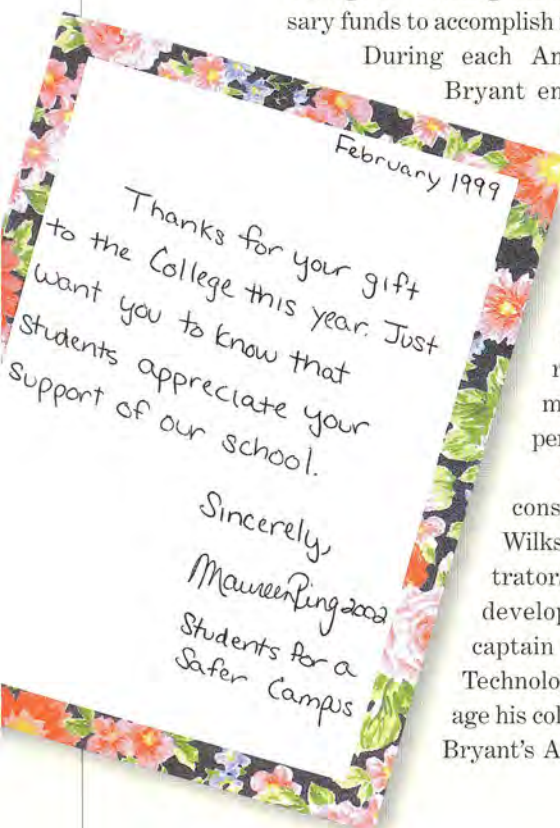
to Bryant because it's a great place to work and I like what it stands for," says Wilks. "As a Campaign Captain, I urge my coworkers to contribute beyond their regular time and efforts."

Deanna Therien, custodian in the Physical Plant department, is captain of her team. One of Bryant's finest ambassadors, she reminds her colleagues of the significance of Campaign participation. "We have to show our belief in Bryant's mission," says Therien, who knows that before corporations and foundations extend their financial assistance to College initiatives, they consider the level of employee and alumni support. "We need to lead by example."

Bryant employees have certainly been successful in their leadership. A recent survey conducted by the Council for the Advancement and Support of Education found a 30 percent participation rate in U.S. schools that received gifts from faculty and staff. This year, more than 70 percent of Bryant's 496 full-time employees contributed to the Annual Fund campaign, representing a two-fold increase over the last five years.

The majority of collected monies go to the Bryant Campus Scholarship Fund. On February 16, President Ron Machtley held a luncheon to thank the teams that accomplished the goal of 100 percent participation—including Wilks' Information Technology crew. At each place setting was a handwritten note from a scholarship recipient. "Your contribution makes a difference," read one note. "This support means a lot to me and my family," read another. Students like these motivate Pat Odell, mathematics professor. "It feels good to know that I can help a student receive an outstanding education," she says.

As a student, Beth Connealy '96, assistant women's basketball coach, benefited from the commitment of people like Odell. "I attended Bryant on an athletics scholarship. The Annual Fund is my chance to give back to the College," says Connealy. "And I like what's in store for Bryant, such as the plans for new campus facilities. I want to be a part of that."



*This note, penned by a scholarship recipient, was among those written for Bryant employees who donated to this year's Annual Fund.*



# BRYANT THROUGH HISTORY

**T**he more things change, the more they stay the same: It's a phrase heard at virtually every Bryant class reunion. Two class chairs — Solomon A. Solomon '56, '64 and Jennie Lynn (Rice) Lucci '94 —



*Solomon A. Solomon  
'56, '64 (today)*

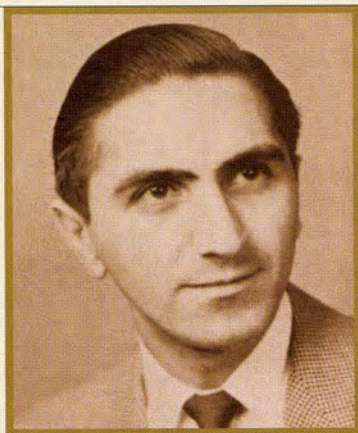


*Jennie Lynn (Rice)  
Lucci '94 (today)*

describe very different Bryant experiences. After all, Solomon attended when the campus was located on Hope Street, on Providence's East Side, and Lucci graduated from the Smithfield campus.

Nevertheless, their reminiscences make it abundantly clear that the College's roots run deep; all Bryant alumni share a common heritage.





*Solomon A. Solomon '56, '64  
(at Bryant)*

### WHO'S WHO AT BRYANT

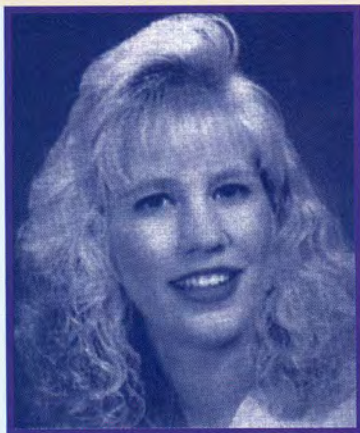
The student body has long been characterized by diversity, but the nature of that diversity has changed dramatically over the years. Although most of Solomon's classmates in the 1950s hailed from New England, they spanned several generations. "Lots of veterans like me came home from the Korean War and discovered that we could afford to go to college, thanks to the G.I. Bill,"

Solomon says.

"Tuition for my first year at Bryant was just \$600, but without the G.I. Bill that price tag would have been prohibitive."

Although Bryant still enrolls a significant number of nontraditional students, the majority of students fall between the ages of 19 and

25. On the other hand, as Lucci notes, "we had students from virtually everywhere by the 1990s." Indeed, around the time Lucci joined the Bryant community, the College intensified efforts to attract international students. "It's true that some of my classmates were from New England," says Lucci, "but others came from across the nation, from Europe, from South America." Now the Bryant family includes students from 30 states and 40 countries.



*Jennie Lynn (Rice) Lucci '94  
(at Bryant)*

### CHEERING THE HOME TEAM

Since day one, Bryant students' strong competitive spirit has enlivened the campus community. Solomon and his peers honed their athletic skills in the cafegymtorium — an all-purpose room that, as its name suggests, served as cafeteria, gymnasium, and auditorium. "When that wasn't available, we'd go up to Hope High School, where they had a good field," he recalls.

Lucci enjoyed far more extensive facilities. "We had great fields and courts," she says. "Plus, even if you weren't involved in team sports you could work out in the fitness center." Today's campus includes not only a brand-new football stadium, but 35 acres of playing fields, one of the best running tracks in the region, and six outdoor tennis courts.



*Bryant goes to the basket  
against Nichols College, 1967*

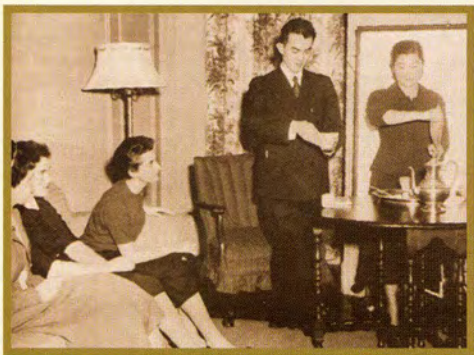
### FINDING TIME FOR FUN

College- and Greek-sponsored dances and parties (and teas, in Solomon's day) have been perennial favorites among Bryant students, but Homecoming festivities have been particularly popular. In the '50s, the celebration included a banquet, dance, and hot dog roast. By the 1990s, the party had been re-named. "We called it Unhomecoming Weekend," Lucci says, "and the high point was the headliner, who was always a big name like Meatloaf or Kim Coles. Those concerts were great because they brought the whole campus together." Today, of course, the Homecoming football game serves as the weekend's focal point.



*Upperclass students pose for the  
camera at Senior Banquet, 1994*





*Students enjoy tea in a residence hall parlor, 1956*

### MAKING A HOME ON CAMPUS

Residence halls, always an integral part of campus life, were strictly monitored in Solomon's day. Each evening, women signed out when they left and signed in when they returned, because a curfew of 10 p.m. on week nights and 11 p.m. on weekends was carefully enforced. "And if you weren't a resident of the dorm but wanted to visit a friend who lived there — before curfew, of course — you had to talk to the housemother first," says Solomon. "She would call your friend, who would then come down to see you in the parlor."

Today's coed residence halls have no such restrictions.

### GETTING OUT AND ABOUT

Bryant has long attracted a significant number of commuter students. Today they travel to and from campus by car, but automobiles were far too expensive for many students in Solomon's day; commuters often arrived via bus or trolley car. When they or resident students wanted to get off campus for a few hours, they simply

walked downtown. Thayer Street, with its row of ethnic restaurants and international movie houses, was a particularly popular destination — and still is.

By 1994, says Lucci, "lots of students had cars, but certainly not all of us." And since the Smithfield campus is fairly remote, students can't stroll into town for a pizza or movie. "During my senior year, Rhode Island Public Transit Authority and a Brycol Shuttle began operating so students could catch rides downtown or to the Lincoln Mall. It gave us a chance to get off campus even if we didn't have a car."

### PARKING PEEVES

For years, parking has been a subject of spirited conversation on campus. Solomon recalls his car-owning friends searching each day for spaces on the sidestreets of downtown

Providence, then rushing from campus every few hours to move their vehicles. "You never knew when you'd get tagged for a parking violation," he recalls. "It was like playing Russian roulette."

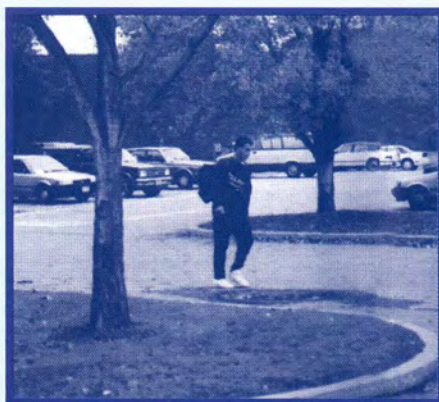
The Smithfield campus, on the other hand, was carefully designed with ample parking for students, faculty, staff, and visitors. "Still," says Lucci, "we all avoided Lot C like the plague. It was only about a quarter-mile from the farthest point on campus," she explains, "but it seemed so far away!"

Campus life has changed and new traditions have taken hold,

but Bryant alumni all have two things in common: an invaluable business education and a host of fond memories. Both are to be enjoyed for a lifetime. 🌐



*Bryant students find a coveted parking spot, 1957*



*The infamous Lot C, 1992*



# MORE THAN JUST THE PRESIDENT'S WIFE

KATI MACHTLEY'S CONTRIBUTIONS TO CAMPUS LIFE

**L**ike many spouses of leaders and celebrities, Kati Machtley is often referred to by her spouse's claim to fame, in this case as "the president's wife." She is, however, also recognized for her own accomplishments. In this, her third year on campus, Machtley has initiated a Pep Band and a Prayer Breakfast, and has been instrumental in the development of the annual Women's Summit.

As co-chair of the Women's Summit, held in March, Kati Machtley lent more than her name to the growing event. From selecting speakers to orchestrating logistics, she was involved with every step of its planning and implementation. The event drew more than 650 people, thereby accomplishing one of Machtley's primary goals for holding a women's conference on campus. "In order for us to attract more female students to Bryant, we need to highlight the educational opportunities that are here for women," she says, noting that Bryant's student body comprises 62 percent males and 38 percent females. "The Summit covered some of the most important issues that women encounter in the workplace, whether it's the glass ceiling, preventing burnout, or balancing work and family."

On the latter topic, Kati Machtley speaks not only as an advocate for women's opportunities, but as one who has juggled her roles as nurse, teacher, wife, mother, student, and volunteer—sometimes all at the same time. "For me, it's a matter of making choices based on my commitments to my family," she says. "I've always put my family first." She acknowledges that not every woman can do that. "Some women have to put both family and career first, because they have to put food on the table. I have the highest respect and admiration for people in that position."

That's no empty sentiment. As the wife of a naval officer-turned-lawyer-turned-congressman, Kati Machtley has been a single parent for weeks at a time. In fact, she chose a nursing

career because it allowed flexibility. "At certain times in my children's lives, I've scheduled my work so that I could be home when they got out of school." She is well aware that many other women must rely on family, neighbors, or day-

care facilities. "Women have to make decisions based on the support system they have and the resources available to them," says Machtley.

Those decisions are reevaluated throughout a woman's life. "Before you're married or before you have children, pretty much everything you do is related to your work. If you have children, you have to factor in those responsibilities and possibly make a new decision. Once children are in school, you decide whether to increase your work hours." There is no easy, magic formula. "It's an individual decision. You have to do what feels right for you."

With her daughter, Erin, now graduated from college and working out of state, her son, Todd, in high school, and her husband a college president with "fairly normal working hours," Machtley recently found herself reevaluating her life's priorities. She chose to place Bryant second to her family, as everything always is, but before her nurse teaching career. She'll accept per diem assignments—if they fit into her schedule. "That's probably not a very career-minded move," she says, "but it feels right to me."



**Kati Machtley enjoys  
the chance to get  
to know students  
as classmates  
and neighbors.  
"My favorite aspect  
of Bryant life,"  
she says, "is  
interacting with  
the students."**

## OF WOMEN, PRAYER, AND MUSIC

Kati Machtley commits her time and effort to projects that are close to her heart, such as the Women's Summit discussed earlier. In addition, the Bryant community celebrated its third annual Interfaith Prayer Breakfast in February this year, a tradition the Machtleys brought to campus and she organized. Modeled after the Annual National Prayer Breakfast held in Washington, D.C., this event brings together people from different faiths as they gather in



prayer to strengthen spiritual development. A record number of students attended this year, a sign that Kati Machtley is, once again, not just adding campus activities, but aptly identifying the needs of the people who live, study, and work here.

Machtley's love of music inspired her to assist in the formation of the College's first Pep Band. She and science professor David Betsch, an avid musician, brought together the campus talent. "There are many musically talented students, faculty, and staff who can contribute to the life of the campus," says Machtley. Upon hearing the band's debut performance, she recalls thinking, "They play beautifully."

While she was instrumental in initiating three Bryant traditions that enrich campus life for the entire community, Kati Machtley isn't keeping score. "I do these things because they're rewarding," she says. "It's my hope that these things make Bryant a better place, that they make people happy."

If Machtley's next project enjoys the same success as her other efforts, many Bryant employees will be thrilled. Her attention has been caught by the College's preliminary discussions of opening a child care facility. The subject combines her concerns as a mother and as a health care practitioner serving parents and children. Through her experience as a nursing faculty member at Salve Regina in Rhode Island, the University of Massachusetts at Dartmouth, and George Mason University in Fairfax, Virginia, Machtley is quite familiar with the health care issues that arise when providing accommodations for young children. Whether the facility is located on the campus or across the street at Fidelity, Machtley says it will be "a nearby place parents can feel comfortable placing their children in. It will be a relief for a lot of people."

Machtley's involvement with Bryant will continue as long, she says, as she sees opportunities for new initiatives. While there are roles a president's spouse is expected to fill, such as attending and assisting with traditional

College events, she is encouraged by the willingness of the Bryant community to develop new programs.

But Machtley is not always a catalyst; at times, she is a participant, as when she takes computer classes at the Center for Management Development or in the traditional, undergraduate curriculum. These are chances for her to learn for knowledge's sake. Is it easier for her because she is, after all, the big boss' wife? Not at all. "Bryant's courses are challenging," she says. "I

know that when the students graduate, they have a solid education behind them."

Kati Machtley also enjoys the chance to get to know the students in this forum, as classmates. She already knows many of them as neighbors, since the Machtleys' residence is located on the campus. "My favorite aspect of Bryant life is interacting with the students and developing relationships with them," she says. Graduation is a bittersweet celebration as the young adults she has come to know so well leave campus. "I know I'll see them again someday," says Machtley, "perhaps at an alumni event or a football game, but I still miss them."

After attending to committees, events, her per diem nurse teacher job, class work, and family, how does Kati Machtley relax? "I love to work in the garden," she says. "I enjoy the fresh air and look forward to the progress of watching things grow." The same could be said for her interest in Bryant's community. 🌿



*At this year's Women's Summit, Kati Machtley educated the press about the event.*



# SPOTLIGHT ON BRYANT: CAMPUS NEWS

## WOMEN AT THE HELM

THE THEME FOR THE SECOND annual Women's Summit was "Women at the Helm: Navigating Change Through Effective Leadership." The event, held on Bryant's campus on March 30, identified the skills, insights, and resources that successful women employ in their professions.

Session topics included Keeping the Fire Burning, Staying Positive in Your Work, Leadership Fundamentals, and How to Promote Yourself and Business. Elaine Notarantonio '75, marketing professor, was facilitator for two programs: Trend Riding: Consumer-Watching as a Path to Business Success, and A Part of the Family, which offered humorous approaches to the unique challenges faced by women in family businesses.

Judy (Almeida) Clare '66, director of Career Services, was co-chair of the event. Women's Summit Committee members included Sheila Guay '83 '86MBA, director of Conferences and Special Events, and Todd Nelson '95, assistant director of Conferences and Special Events.

*Kati Machtley, far left, and President Ron Machtley welcome to campus distinguished guest speakers Judy George, Agnes Bundy Scanlan, and B. Smith for the second annual Women's Summit.*



Keynote speakers included:

- Orit Gadiesh, chair of the board for Bain & Company, a global strategy consulting firm, and a regular speaker on strategy development and the implementation of corporate change.
- B. Smith, an entrepreneur who hosts the weekly syndicated television show, *B. Smith with Style*. She also owns restaurants in New York City and Washington, D.C., and is author of *B. Smith's Entertaining and Cooking for Friends*.
- Judy George, founder, chair, and CEO of Domain Home Fashions. She recently co-authored her first book, *The Domain Book of Intuitive Home Design*.

## TOTALLY BRYANT

MORE THAN 300 PROSPECTIVE students, joined by their families, visited Bryant's campus for this annual event, held April 10 this year. Faculty members in various academic disciplines held mini-classes to illustrate Bryant's classroom experience. Guests also toured campus facilities and attended a student activities fair. David Weinstein, chief of administration and government affairs for Fidelity Investments, spoke to visitors about the value of a Bryant education.

## HOCHBERG'S ACHIEVEMENTS RECOGNIZED

ON MARCH 30, DURING BRYANT'S Women's Summit, Gertrude Meth Hochberg was honored



*Gertrude Meth Hochberg*

as the first recipient of the Women's Achievement Award by the Newell D. Goff Institute for Ingenuity & Enterprise Studies. She received this prestigious award for her leadership and lifelong commitment to the advancement of women, evidenced by her indefatigable dedication to many civic and community organizations, including the National Council of Christians and Jews and the Rhode Island Advertising Club.

Hochberg was the first female vice president at Bryant College, a first in fact for any Rhode Island college. Then-Governor John Chafee appointed Hochberg as the first chair of the Rhode Island Commission on the Status of Women.

## EXPLORATION DAY

AS ITS NAME SUGGESTS, Exploration Day is an introduction to Bryant College for prospective students. This festive, annual spring event is held at a time of year when many families begin the college selection process. On April 16, more than 125 high school juniors and their families gathered on Bryant's campus to receive basic

information about academic opportunities, housing, and the application process. A panel of current students answered questions about campus life, organizations, and athletic programs. A skit featuring College admission officers addressed common issues parents face as they research colleges with their children. The day ended with a traditional ice cream social.

## SCHOLARSHIP DINNER

BRYANT'S SCHOLARSHIP DINNER recognizes those high school seniors who have been accepted to Bryant and who will receive scholarships for their distinguished academic performance. This year's event, held March 1, drew 162 prospective students to campus to meet with faculty, staff, and current Bryant students who are also high achievers.

Donna Taft '00, a Presidential Scholar, volunteered to attend the dinner. "I wanted to share my experiences with prospective students and their parents, to tell them about all that Bryant has offered me," says Taft, an accounting major. Among her credentials, Taft lists membership in the National Honor Society and Science Honor Society. She also is listed in *Who's Who Among American High School Students* as a member of the 1200+ SAT Club.

Amanda Ocker '01 is a Trustee Scholar who came to Bryant as a second semester freshman, thanks to college credits she earned in high school. Ocker is a double major in finance and management. "I wanted to get the incoming scholars interested in our honors program," says Ocker, who was valedictorian of her high school class, with a 4.257 grade point average.



## CULTURE AT BRYANT

## THE WORDS OF A POET

POET AND NOVELIST MARGE Piercy read from her work in Janikies Auditorium on March 10. Piercy is the author of more than 25 novels and collections of poetry, including *Small Changes*, *The Moon Is Always Female*, *Circles on the Water*, and *Available Light*. Piercy received her bachelor of arts from the University of Michigan and her master's degree from Northwestern University. She lives on Cape Cod and travels stateside and abroad to give readings, workshops, and lectures. She and her husband, Ira Wood, founded Leapfrog Press, a small literary publishing company.



*Poet and novelist Marge Piercy signs copies of her books for fans.*

## BLACK HISTORY CELEBRATION

DURING THE MONTH OF February, Bryant celebrated Black History Month with these events:

- African American Read-In, featuring readings of prominent black authors, accompanied by songs and African drumming

- *Black Man Rising*, a play celebrating the strength, resourcefulness, and resilience of the African American male
- Diversity in the Workplace, a presentation featuring speaker Carole Thomas, a diversity professional and leadership consultant
- What Is It To Be Black?, in which a panel of students from

South Africa, Europe, Venezuela, and the United States shared their perspectives and experiences of being black in different parts of the world

- The Project Concern, a performance company of inner-city youths aged 6 to 18
- *For Today I Live*, a dramatic presentation on the reflections

of persons of color; written by Darrell Claiborne, assistant director of Bryant's Intercultural Center and featuring Assane Diene '00 and Jermaul Williams '01

- A Black Explosion—Extravaganza Night '99, a fashion and talent show concluding Black History Month.



*Khenany enchanted their audience with unique, rhythmic interpretations of Latin American, Quechuan, and English music selections.*

## MUSICAL FIESTA

ON APRIL 7, BRYANT'S CAMPUS filled with the sounds of Khenany, a group of five musicians from Obregon in Sonora, Mexico. Their music encompasses ancient, traditional, and modern rhythms of Latin American culture. Khenany's performance included songs in Spanish; English; Quecha, the language of the ancient Incan empire; and Yaqui, a dialect that is spoken widely in the Ciudad Obregon region. The artists incorporated both American and classical music into their repertoire and offered music from a number of pre-Hispanic cultures by playing replicas of more than 30 instruments used some 500 years ago by the Aztecs.



# CLASS NOTES

**1954**

DAVID H. LEIGH of Wallingford, Conn., was appointed by the Connecticut Society of Certified Public Accountants to co-chair the Real Estate/Construction Committee for 1998-1999.



**1960**

JUDITH (FERRIS)



SQUILLANTE of Miami, Fla., senior vice president of PBS&J in Miami, was appointed to

both the Greater Miami Chamber of Commerce and the Florida Chamber of Commerce Board of Governors.

**1964**

ARLINE (GROSS) PANITZ of New York, N.Y., is president of her own executive search firm, Search Inc., in New York City, specializing in the staffing industry.

**1965**

WILLIAM R. FAVRO of Webster, N.Y., retired vice president of human resources at General Signal, was appointed senior director for human resources for the Industrial Management Council in Rochester, N.Y.

**1966**

JUDITH (ALMEIDA) CLARE of Barrington, R.I., director of career services at Bryant College, was named to the Trustee Council of Leadership, Rhode Island. This program selects a diverse group of leaders to participate in a ten-month educational program in which they experience a variety of statewide issues in order to become catalysts of positive change for the quality of life in Rhode Island.

RICHARD C. JOHN of Brattleboro, Vt., was elected president of the Southeastern Board of Realtors, President's Council Vermont Association of Realtors.

**1967**

BRIAN BROWN of Taunton, Mass., was appointed corporate marketing manager for Sager Electronics in Hingham, Mass.

FRANK E. RAPOZA '84MBA of Seekonk, Mass., was promoted to vice president of product development and worldwide sourcing for Monet Group, Inc., in East Providence, R.I.

**1968**

PHILIP C. BOTANA of Dallas, Texas, was named executive vice president and chief operating officer for Aerospace Products International, based in Memphis, Tenn.

AGNES (GOOLGASIAN) ZANFARDINO of River Vale, N.J., is one of the top 600 agents nationwide with Coldwell Banker in Montvale, N.J.

**1969**

EDWARD B. GOMEAU of Stratford, Conn., is director of finance and treasurer of the Town Pension Fund in Stratford. He was also elected chairman of the Old Saybrook, Conn., board of finance.

CRAIG C. MCMULLEN of Walpole, Mass., was named financial controller for Output Technologies, in Westwood, Mass.

**1972**

CAROL (WINIARSKI) RAGNO of Cumberland, R.I., was promoted to executive assistant to the vice president and controller at Tectron Inc., in Providence, R.I.

**1973**

JEFFREY A. ASHER '84MBA of Manchester, Conn., a managing director and CFO for State of Connecticut Health and Education Facilities in Hartford, Conn., was elected to a two-year term on the board of directors of the National Council of Health Facilities Finance Authorities.

JOANNE M. DI BELLO of Providence, R.I., was named director of marketing and external affairs for the University of Rhode Island's College of Continuing Education in Providence.

**1974**

JUDITH M. COSENTINO of Lake Worth, Fla., was promoted to senior administrative resource associate to the director of human resources at the South Florida Water Management District in West Palm Beach, Fla.

DAVID E. FUNK of Somersworth, N.H., was promoted to superintendent with the Strafford County Department of Corrections in Dover, N.H.

THOMAS M. KANICK of Binghamton, N.Y., was promoted to full professor in management at Broome Community College in Binghamton. He was also nationally certified as a senior professional in human resources (SPHR) by the Society of Human Resource Management and the Human Resource Certification Institute.

ALLEN J. LORTI of Glendale, Ariz., was appointed vice president/auditor for Fifth Third Bank, Southwest in Scottsdale, Ariz.

**1975**

GEORGE H. HULEY of Flower Mound, Texas, and his wife own The Old Red Tractor Antiques in Lewisville, Texas. They retail and wholesale antiques as well as their own candles, fudge, and barbecue sauce.

**1976**

SUSAN (HORN) BLUMENKRANTZ of Costa Mesa, Calif., was named executive director for benefits and HRIS at Conexant Systems in Newport Beach, Calif.

**1977**

LAURIE (BLAIR) MOCKLER of Warwick, R.I., a business teacher in the Warwick School Department, received the Pearl Award from the Down Syndrome Society for outstanding effort, interest, and enthusiasm in teaching children in special education classes.

**1978**

MARC R. DESHAIES of Raynham, Mass., was named a partner with the law firm of Perry, Hicks, Crotty & Mitchell in New Bedford, Mass. He specializes in probate, real estate, and municipal law.

PETER J. PELIZZA of Stevens Point, Wis., was promoted to president and chief operating officer for Dairyland Insurance in Stevens Point.

EDWARD J. ZENHYE of Burlington, Conn., was promoted to wholesale markets training manager with AT&T in Burlington.

**1981**

MARISSA (FAENZA) CREAN of Windsor, Conn., was appointed by the Connecticut Society of Certified Public Accountants

in Hartford, Conn., to serve as chair of its insurance industry committee for the fiscal year 1998-1999.

**1982**

JOSEPH R. MENHART of Colchester, Conn., was named inside sales manager at S&S Worldwide in Colchester.

STEPHEN R. PROVOST of Bristol, Conn., a senior account executive in the commercial division of H. D. Segur, Inc., is the president of Pumpkin Hollow Farm, located in Connecticut and Kentucky for thoroughbred racing and breeding.





MICHAEL A. TASSONI of Greenville, R.I., president and CEO of RI Copier Consultants, Inc., in Warwick, R.I., was awarded the exclusive marketing rights with Xerox Corporation for the State of Rhode Island.

**1984**

ALAN L. BORTNICK of Framingham, Mass., was promoted to vice president of finance at Mack Technologies in Westford, Mass.

ANTHONY J. BORZARO JR.



'91MBA of Cranston, R.I., was promoted to assistant vice president/corporate planning for Citizens Bank in Providence, R.I.

NORMAND T. DERAGON of Cumberland, R.I., was appointed public information officer for the U.S. Small Business Administration Rhode Island District Office in Providence, R.I.

MICHAEL E. KLEIN of Lexington, Mass., is a technical trainer/developer with National Leisure Group in Woburn, Mass.

CAROLINE (VITALE) KOZIALEK of East Haven, Conn., was promoted to director of organization development at Anthem Blue Cross Blue Shield of Connecticut in North Haven, Conn.

**1985**

LAURENCE M. DAHL of New London, Conn., an appraiser and gemologist with Grader Jewelers, Inc., in Groton, Conn., was awarded the advanced title of certified gemologist by the American Gem Society.

ROBERT M. SINGER of



Hamden, Conn., an attorney, published an article titled "Grabbing Milk Money: IRS Seizes Tax Refunds During Installment Agreement Status" in the October 1998 issue of *The Tax Advisor*.

JAMES D. WILKINSON JR. of Bristol, R.I., a partner with Cayer Prescott Clune & Chatellier, LLP, in Providence, R.I.,



was named to the American Institute of Certified Public Accountants Technical Standards Subcommittee.

**1986**

SHARON (PELLETTI) DUFOUR of Warwick, R.I., was promoted to controller at Providence Gas Company in Providence, R.I.

ANGELO A. FRATTARELLI of



Rockville, Md., a trial attorney for the U.S. Justice Department in Washington, D.C.,

received an Outstanding Attorney Award from Attorney General Janet Reno for sustained superior performance.

STEVEN L. KENNEDY of Simpsonville, S.C., was promoted to assistant vice president of operation at Fidelity and Guaranty Life Insurance Company in Greenville, S.C.

LAURIE (HILFMAN) TESSIER of Providence, R.I., is a staff accountant at RENOVA in Smithfield, R.I.

MICHAEL T. TOUSIGNANT of



North Kingstown, R.I., a shareholder with Kahn, Litwin, Renza & Co., Ltd., in Providence, R.I.,

was elected chairman of the board of the Rhode Island chapter of the American Red Cross.

**1987**

RICHE A. BAVASSO MBA of Pawcatuck, Conn., was promoted to executive vice president with Pharmedica, Inc., in Killingworth, Conn.

ALAN C. DUBE of Attleboro, Mass., was appointed director of information systems for TeleChoice, Inc., which is headquartered in Owasso, Okla.

JAMES L. GLOVER of Hyannis Port, Mass., was promoted to director of sales/East Region for Applause Inc., headquartered in Woodland Hills, Calif.

ROBERT S. WOLFSON of Hebron, Conn., was appointed an account executive with the advertising and public relations firm, Mintz & Hoke Inc., in Avon, Conn.

**1988**

MARK GIGANTI of Stevenson Ranch, Calif., is the owner and vice president of Recruit, Inc., of Bakersfield, Calif. The business is now one of the five largest college sports recruiting firms in the United States.

DONNA (BROOMHEAD) HALL of Upton, Mass., was promoted to MRS program manager in the North America Compaq Customer Services organization of Compaq Computer Corporation in Shrewsbury, Mass.

JEFFREY W. LAKE of Marietta, Ga., was promoted to director, development tools for North American sales at Oracle Corporation in Atlanta, Ga.

CHRISTOPHER R. LOWIS of



Bristol, R.I., was promoted to vice president of The Loflin Group, Inc., in East Providence, R.I.

KIM (LITTLEFIELD) PROVENCHER of Maynard, Mass., was named vice president at Keystone Associates, a career management firm in Burlington, Mass. Kim is also a Dale Carnegie training instructor.

HEATHER (FRIEND) SEICHE of Natick, Mass., is a personal financial planner and a licensed CFP with Komack Management Services, Inc., in Natick.

SEAN R. SMITH of West Hartford, Conn., was named account executive for Wall Data Inc., in Hartford, Conn.

SUSAN R. STONE of Stamford, Conn., is the project manager on the World-Wide Financial Strategy and Systems Project for Thomson Corporation, an information/publishing company located in Stamford.

CHARLES A. TROWBRIDGE of Newport News, Va., was named manager, inventory systems for Steel Dynamics, Inc., of Fort Wayne, Ind. He is on a one-to-three-year consulting assignment at Nakornthai Strip Mill PLC in Chonburi, Thailand.

**1989**

VICTOR A. ANTICO of South Glastonbury, Conn., is part owner and general manager of Holiday Inn Express in Vernon, Conn.

ANN (DAHLGREN) COTE of Smithfield, R.I., was promoted to manager of investment accounting at Allendale Insurance in Johnston, R.I.

ALEXANDRA (METAXAS) HAWK of Coral Springs, Fla., received a master of elementary education degree from Florida Atlantic University and is a fourth grade teacher at Riverside Elementary School in Coral Springs.

JANE (BALZOTTI) MCCARTHY of Randolph, Mass., is a sales representative with Corporate Express Promotional Marketing, which is headquartered in St. Louis, Mo.

STEPHEN L. PROVENCHER of Maynard, Mass., was named senior training specialist with the Boston Communications Group in Woburn, Mass.

SCOTT B. RUBIN of Bridgewater, Mass., was named a partner with the law firm of Silverstein & Creedon in Brockton, Mass.

MICHELLE (TYRUS) TENCZAR of Wilbraham, Mass., was promoted to controller at Spencer Turbine Co. in Windsor, Conn.

**1990**

CINDY (RUCK) ABBOTT of Atco, N.J., was named telecommunications specialist in the corporate technology resources division at Towers Perrin in Philadelphia, Pa.

DANIEL C. DUPRE of Marlborough, Conn., was appointed assistant vice president and associate loan officer at Fleet Capital Corporation in Glastonbury, Conn.



MICHAEL L. GOLDFADER of Coto de Caza, Calif., is vice president of investments with Paine Webber, Inc., in Newport Beach, Calif.

LENORE C. UDDYBACK of Blackwood, N.J., received a master of government administration degree from the University of Pennsylvania Fels Center of Government and was named assistant regional director of public affairs with the U.S. Department of Labor in Philadelphia, Pa.

#### 1991

JAMES A. BOUTILIER of Milton, Mass., was named a senior consultant in ICE Practice with KPMG LLP, in Boston, Mass.

DOREEN (ISADORE) FONTES of Cranston, R.I., was promoted to marketing manager at Gloria Duchin, Inc., in East Providence, R.I.

HARRY H. FRANKS III of Naugatuck, Conn., was promoted to employee benefits manager with OCI Chemical Corporation in Shelton, Conn.

KENDRA (HAWES) HOEY of Doraville, Ga., was appointed controller of Lighthouse Consulting Group in Atlanta, Ga.

MICHAEL J. SZYMANSKI of Huntington, N.Y., was promoted to sales manager in charge of New York City and Long Island, N.Y., at Cintas Corporation in Central Islip, N.Y.

#### 1992

JULIE E. BENNETT of Smithfield, R.I., was promoted to product manager for safety eyewear at Bacou, USA, in Smithfield.

LAURIE A. BENTON of New York, N.Y., was promoted to manager in the national advertising sales planning department for ESPN, Inc., in New York.

JAMES P. BERGERON of San Francisco, Calif., is with Industrial Growth Partners, a private equity/leveraged buyout investment partnership in San Francisco.

DANA J. BRADLEY of East Providence, R.I., is proprietor of The Providers, Inc., based in Vail, Colo.

PAUL J. PERROTTA of Newington, Conn., is a senior programmer with CIGNA HealthCare in Hartford, Conn.

MARK E. PLIHCIK of Mesa, Ariz., was named director of marketing at Aaron Corporation in Scottsdale, Ariz.

LISA (MAHLERT) RUBIN of Bridgewater, Mass., was promoted to assistant vice president, manager of consultant services for First Capital Group/Evergreen in Boston, Mass.

KEVIN A. SHIRLEY of Newington, Conn., was named sales director at Pacific Life Insurance Co., in Farmington, Conn.

PETER A. STRACKMAN of Lake Worth, Fla., was promoted to senior accountant in wine inventory at Joseph E. Seagram & Sons, Inc., in Delray Beach, Fla.

EDWARD C. WEBB JR. of Colonia, N.J., was named national sales manager for Tevco, Inc., in South Plainfield, N.J.

#### 1993

ROBIN C. BRANCA of Warwick, R.I., was named a senior accountant at Kahn, Litwin, Renza & Co., Ltd., in Providence, R.I.



THEODORE B. BREDIKIN MBA of North Attleboro, Mass., was promoted to operations manager at Transmission Range Sensor Business of Texas Instruments in Attleboro, Mass.

ROBERT A. CALDERWOOD JR. of Rocky River, Ohio, was promoted to compensation analyst at KeyCorp in Cleveland, Ohio.

SHANNON K. DUNNIGAN



'97MBA of Greenville, R.I., was named marketing manager of projo.com, the Website of *The Providence Journal* in Providence, R.I.

GAIL M. GARREAU MBA of Wakefield, R.I., was named senior vice president, treasurer, and secretary at PierBank in Wakefield.

SUZANNE (FAY) GARWOOD of Fairfax, Va., an attorney, is the associate director for agency relations regulatory counsel with the National Association of Federal Credit Unions in Arlington, Va.

PAUL A. MARCHETTI MBA of Medfield, Mass., a vice president with Citizens Financial Group in Providence, R.I., was awarded the Chartered Financial Analyst designation by the Association for Investment Management and Research.

#### 1994

ROBERT J. HARTY II of Danbury, Conn., was named relocation accounting analyst with Cendant Mobility in Danbury.

CHRISTOPHER R. KETCHEN of Watertown, Mass., was named financial consultant with A. G. Edwards & Sons, Inc., in Newton Lower Falls, Mass.

JEFFREY J. WOLFE of Cranston, R.I., is a tax attorney with the law firm of Plourde & Leonard, Ltd., in Providence. He is licensed to practice law in Rhode Island, Massachusetts, and Florida.

#### 1995

TIMOTHY J. ARONE of Lawrenceville, N.J., is an appraiser with Chubb & Sons in Florham Park, N.J.

JASEN I. CROZIER of North



Smithfield, R.I., was promoted to senior accountant at Kahn, Litwin, Renza & Co., Ltd., in Providence, R.I.

JOSEPH K. FREDRIKSEN of Quincy, Mass., was promoted to account manager in the custody division at Investors Bank & Trust Company in Boston, Mass.

BRIAN J. GUMKOWSKI of Newport, R.I., was promoted to marketing services manager at Newport Harbor Corporation in Newport.

#### 1996

ANDREA (GLINSKY) GAUVIN of Pawtucket, R.I., was promoted to underwriter, guaranteed and stable value products at John Hancock Mutual Life Insurance Co., in Boston, Mass.

DAVID SUAVISO JR. of Commack, N.Y., was promoted to northeast retail sales specialist for ViewSonic Corporation, a leading display technology manufacturer headquartered in Walnut, Calif.

MICHAEL B. TINELLI of Medford, Mass., was appointed assistant division comptroller at State Street Bank Corporation in Boston, Mass.

#### 1997

MARIO F. HERNANDEZ MBA of San Jose, Costa Rica, was promoted to vice president of technology development for Credomatic International, headquartered in Costa Rica.

MICHELLE MORIN MBA of



Dighton, Mass., was named account supervisor and strategic marketing director for Chaffee

& Partners in Providence, R.I.

LISA M. MYERS of Bloomfield, N.J., was named marketing assistant at Erisco Managed Care Technologies in Union, N.J.

DONNA M. PIETRYSKI of Smithfield, R.I., is a certified public accountant at Messina, Upright & Company CPAs, in Cranston, R.I.

#### 1998

RICHARD J. BOLES of Warwick, R.I., was promoted to media buyer at PriMedia, Inc., a national media buying and marketing services company in Warwick.



# SAVE THE DATE!



## ALUMNI REUNION WEEKEND '99

**JUNE 4, 5, AND 6**

### FRIDAY

- |                  |                                       |
|------------------|---------------------------------------|
| 4:00–9:00 pm     | Check In (Papitto Dining Room)        |
| 6:00–8:00 pm     | Bryant Community Gathering/Cyber Cafe |
| 8:30 pm–12:30 am | 5th Class Reunion                     |

### SATURDAY

- |                  |   |
|------------------|---|
| 8:00 am–8:00 pm  | Check In (Papitto Dining Room)                            |
| 8:30–9:30 am     | 3rd Annual 5k RoadRace and FunWalk                        |
| 8:30–10:30 am    | Boxcar Breakfast  |
| 10:00 am–4:00 pm | Bookstore Open  |
| 10:30–11:30 am   | Campus Tours  |
| 11:00 am–1:00 pm | Loyal Guard / 50th Class Reunion Brunch                   |
| 12N–3:30 pm      | Your Turn to Play Picnic (sponsored by the Class of 1989) |
| 1:30–3:30 pm     | Bus Tour of the Former East Side Campus                   |
| 2:30–3:30 pm     | Center for International Business Open House              |
| 4:30–11:00 pm    | Park Place Child Care                                     |
| 6:00–7:30 pm     | Class Receptions in the Rotunda with Entertainment        |
| 7:30 pm          | Baltic Avenue Blast—casual (Rotunda)                      |
| 7:30 pm          | Boardwalk Ball—business dress (Salmanson Dining Hall)     |

### SUNDAY

- |                  |                                     |
|------------------|-------------------------------------|
| 8:00 am–12N      | Check Out (Papitto Dining Room)     |
| 10:00 am–1:00 pm | Bookstore Open                      |
| 10:30 am–12N     | Alumni Awards Brunch—business dress |



# IN MEMORIAM

ANNA (KILLORAN) BRYANT '22  
*November 14, 1997*

ALICE (WHALEN) DESCHENE '25  
*January 17, 1999*

GENEVIEVE (JACQUES) GREENE '27  
*December 11, 1998*

ESTHER H. HERTZ '31  
*September 22, 1998*

RANDALL C. LEES '33  
*November 27, 1998*

ELWYN A. THOMSEN '33  
*January 13, 1999*

ALBERT MENARD '34  
*September 10, 1998*

RUTH (LIVERANT) FEIR PECK '34  
*January 19, 1999*

DORIS (KING) SMITH '35  
*October 29, 1998*

LOUISE M. ANDREANO '36  
*January 10, 1999*

BEATRICE (BAKER) SCHATZ '38  
*February 1, 1999*

JOHN E. STROM '38  
*November 16, 1998*

ELIZABETH E. MCDEED '39  
*December 14, 1998*

ROLAND P. TALBOT '39  
*November 8, 1998*

ALMA (MILLER) NEUMANN '40  
*January 3, 1999*

JEAN (LEWIS) LOPEZ '46  
*November 14, 1998*

MAX F. GOLD '49  
*October 18, 1998*

JOSEPH P. HUGHES '49  
*February 1999*

ROLAND A. TERRIEN '49  
*January 9, 1999*

GEORGE A. CERCE '50  
*August 14, 1998*

RAYMOND E. CROWELL '50  
*October 22, 1998*

HARVEY G. DARELIUS '50  
*October 17, 1998*

HARRIS GINSBERG '50  
*November 1, 1998*

KENNETH D. MILES '50  
*December 12, 1998*

HARRY SCHLOSSBERG '50  
*November 27, 1998*

PHILIP W. KARAUS '51  
*December 7, 1998*

JOHN F. LOPES '52  
*August 1998*

ERNEST A. PRUDHOM '52  
*July 29, 1998*

BARBARA (JONES) ORAZI '54  
*February 25, 1998*

WARREN H. ELGES '55  
*November 1998*

JOSEPH R. COURNOYER '56  
*December 25, 1998*

JOAN A. DIPALMA '56  
*January 7, 1999*

EVERETT K. POLLARD '56  
*December 9, 1998*

ROBERT R. SMITH '56  
*November 4, 1998*

JOSEPH H. PITI '57  
*November 10, 1998*

HELEN (NARKIEWICZ) ANDRESCO '58  
*September 29, 1998*

PAUL G. MITCHELL '58  
*December 15, 1998*

RALPH A. MUZZILLO '58  
*October 26, 1998*

JAMES ASAL SR. '59  
*November 5, 1998*

JOHN C. DELUCA '59  
*December 17, 1998*

FRANCIS J. PETIT '59  
*December 1, 1998*

LEO R. RODWELLER '62  
*December 14, 1998*

CHARLES E. MOFFITT JR. '72  
*November 11, 1998*

WILLIAM A. HICKEY '81  
*December 5, 1998*

THOMAS H. ARENT '82  
*December 3, 1998*

CHRISTOPHER J. DENMARK '83  
*September 29, 1998*

JOHN B. VALLETTA JR. '83  
*November 27, 1998*

ROLAND FRECHETTE III '88  
*January 7, 1998*

EDWARD B. APTT  
*February 13, 1999*

A war veteran, and a former professor of criminal justice at Bryant College, passed away recently at the age of 78. Aptt was employed by the Providence Police Department from 1948 until retiring as captain in 1974. He was director of Licenses, Bureau Prosecution and the Bureau of Training and a consultant for the Planning and Research Bureau, all of the Providence Police department. Mr. Aptt taught and developed the criminal justice curriculum from 1967 to 1990. He was chairman of the Department of Criminal Justice from 1968 to 1971. He was president of the Faculty Federation and a member of the Strategic Planning Advisory Council. He is survived by his wife, two sons, two daughters, five sisters, and eleven grandchildren.









Bryant is one of only two Rhode Island colleges and universities, and one of only three business-specialty schools in New England, to have achieved this prestigious national accreditation.



# Bryant BUSINESS

1150 DOUGLAS PIKE  
SMITHFIELD, RI 02917-1284

